

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor



William W. Gross  
Director

Division of  
Wage Determinations

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2249  
Revision No.: 18  
Date of Last Revision: 05/29/2002

States: Maryland, Pennsylvania, Virginia

Area: Maryland Counties of Allegany, Garrett, Washington  
Pennsylvania County of Franklin  
Virginia Counties of Clarke, Culpeper, Frederick, Greene, Madison, Page, Rappahannock, Rockingham,  
Shenandoah, Warren

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

OCCUPATION TITLE	MINIMUM WAGE RATE
<b>Administrative Support and Clerical Occupations</b>	
Accounting Clerk I	9.22
Accounting Clerk II	10.07
Accounting Clerk III	12.45
Accounting Clerk IV	13.92
Court Reporter	13.15
Dispatcher, Motor Vehicle	13.15
Document Preparation Clerk	11.27
Duplicating Machine Operator	11.13
Film/Tape Librarian	10.21
General Clerk I	8.51
General Clerk II	9.56
General Clerk III	13.59
General Clerk IV	15.27
Housing Referral Assistant	15.95
Key Entry Operator I	9.52
Key Entry Operator II	11.07
Messenger (Courier)	8.51
Order Clerk I	9.81
Order Clerk II	11.74
Personnel Assistant (Employment) I	7.84
Personnel Assistant (Employment) II	8.02
Personnel Assistant (Employment) III	13.59
Personnel Assistant (Employment) IV	15.27
Production Control Clerk	15.95
Rental Clerk	11.74
Scheduler, Maintenance	11.74
Secretary I	11.74
Secretary II	13.15
Secretary III	15.95
Secretary IV	19.27

Secretary V	23.95
Service Order Dispatcher	11.68
Stenographer I	10.46
Stenographer II	11.74
Supply Technician	19.06
Survey Worker (Interviewer)	13.15
Switchboard Operator-Receptionist	9.09
Test Examiner	13.15
Test Proctor	13.15
Travel Clerk I	10.82
Travel Clerk II	11.35
Travel Clerk III	12.00
Word Processor I	10.46
Word Processor II	11.68
Word Processor III	13.15

**Automatic Data Processing Occupations**

Computer Data Librarian	11.36
Computer Operator I	12.79
Computer Operator II	14.25
Computer Operator III	17.43
Computer Operator IV	18.67
Computer Operator V	21.46
Computer Programmer I (1)	15.03
Computer Programmer II (1)	18.63
Computer Programmer III (1)	22.78
Computer Programmer IV (1)	27.58
Computer Systems Analyst I (1)	22.43
Computer Systems Analyst II (1)	27.15
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	13.07

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	13.57
Automotive Glass Installer	12.68
Automotive Worker	14.58
Electrician, Automotive	14.41
Mobile Equipment Servicer	13.58
Motor Equipment Metal Mechanic	15.67
Motor Equipment Metal Worker	14.58
Motor Vehicle Mechanic	14.73
Motor Vehicle Mechanic Helper	13.04
Motor Vehicle Upholstery Worker	14.12
Motor Vehicle Wrecker	14.58
Painter, Automotive	15.07
Radiator Repair Specialist	14.55
Tire Repairer	11.41
Transmission Repair Specialist	14.25

**Food Preparation and Service Occupations**

Baker	10.65
Cook I	9.92
Cook II	10.65
Dishwasher	8.76
Food Service Worker	8.40
Meat Cutter	10.65
Waiter/Waitress	8.80

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	14.75
Furniture Handler	11.58
Furniture Refinisher	14.35
Furniture Refinisher Helper	12.50
Furniture Repairer, Minor	13.41
Upholsterer	14.75

**General Services and Support Occupations**

Cleaner, Vehicles	9.66
Elevator Operator	9.79
Gardener	11.41
House Keeping Aid I	8.97
House Keeping Aid II	9.28
Janitor	9.64
Laborer, Grounds Maintenance	10.75
Maid or Houseman	9.28
Pest Controller	10.87
Refuse Collector	8.52
Tractor Operator	10.87
Window Cleaner	10.10

**Health Occupations**

Dental Assistant	11.61
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.85
Licensed Practical Nurse I	11.24
Licensed Practical Nurse II	12.63
Licensed Practical Nurse III	14.14
Medical Assistant	11.47
Medical Laboratory Technician	11.48
Medical Record Clerk	12.63
Medical Record Technician	15.21
Nursing Assistant I	8.46
Nursing Assistant II	9.52
Nursing Assistant III	11.24
Nursing Assistant IV	12.63
Pharmacy Technician	12.45
Phlebotomist	11.48
Registered Nurse I	17.49

Registered Nurse II	21.41
Registered Nurse II, Specialist	21.41
Registered Nurse III	25.89
Registered Nurse III, Anesthetist	25.89
Registered Nurse IV	31.03

**Information and Arts Occupations**

Audiovisual Librarian	18.55
Exhibits Specialist I	14.97
Exhibits Specialist II	18.55
Exhibits Specialist III	22.69
Illustrator I	14.97
Illustrator II	18.55
Illustrator III	22.69
Librarian	20.50
Library Technician	11.43
Photographer I	12.95
Photographer II	15.57
Photographer III	19.29
Photographer IV	23.60
Photographer V	28.55

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	7.34
Counter Attendant	7.34
Dry Cleaner	9.57
Finisher, Flatwork, Machine	7.34
Presser, Hand	7.34
Presser, Machine, Drycleaning	7.34
Presser, Machine, Shirts	7.34
Presser, Machine, Wearing Apparel, Laundry	7.34
Sewing Machine Operator	9.58
Tailor	11.04
Washer, Machine	8.10

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	15.25
Tool and Die Maker	16.77

**Material Handling and Packing Occupations**

Forklift Operator	13.27
Fuel Distribution System Operator	13.36
Material Coordinator	15.72
Material Expediter	15.72
Material Handling Laborer	13.46
Order Filler	11.19
Production Line Worker (Food Processing)	11.96
Shipping Packer	12.22
Shipping/Receiving Clerk	11.11

Stock Clerk (Shelf Stocker; Store Worker II)	13.51
Store Worker I	12.18
Tools and Parts Attendant	14.01
Warehouse Specialist	12.74

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	15.26
Aircraft Mechanic Helper	12.73
Aircraft Quality Control Inspector	15.76
Aircraft Servicer	13.74
Aircraft Worker	14.25
Appliance Mechanic	14.75
Bicycle Repairer	12.53
Cable Splicer	17.04
Carpenter, Maintenance	16.06
Carpet Layer	14.25
Electrician, Maintenance	19.68
Electronics Technician, Maintenance I	15.23
Electronics Technician, Maintenance II	15.73
Electronics Technician, Maintenance III	18.69
Fabric Worker	13.74
Fire Alarm System Mechanic	15.76
Fire Extinguisher Repairer	13.24
Fuel Distribution System Mechanic	15.26
General Maintenance Worker	14.22
Heating, Refrigeration and Air Conditioning Mechanic	16.30
Heavy Equipment Mechanic	15.48
Heavy Equipment Operator	14.53
Instrument Mechanic	15.26
Laborer	10.63
Locksmith	14.75
Machinery Maintenance Mechanic	16.17
Machinist, Maintenance	14.82
Maintenance Trades Helper	12.50
Millwright	15.26
Office Appliance Repairer	14.75
Painter, Aircraft	14.35
Painter, Maintenance	14.35
Pipefitter, Maintenance	15.81
Plumber, Maintenance	15.32
Pneudraulic Systems Mechanic	15.26
Rigger	15.26
Scale Mechanic	14.25
Sheet-Metal Worker, Maintenance	16.30
Small Engine Mechanic	13.95
Telecommunication Mechanic I	14.82
Telecommunication Mechanic II	15.30
Telephone Lineman	16.30
Welder, Combination, Maintenance	14.82

Well Driller	15.26
Woodcraft Worker	15.26
Woodworker	12.97
<b>Miscellaneous Occupations</b>	
Animal Caretaker	9.18
Carnival Equipment Operator	9.45
Carnival Equipment Repairer	9.92
Carnival Worker	8.40
Cashier	7.79
Desk Clerk	8.38
Embalmer	18.04
Lifeguard	9.09
Mortician	18.61
Park Attendant (Aide)	11.40
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.90
Recreation Specialist	11.19
Recycling Worker	9.54
Sales Clerk	8.25
School Crossing Guard (Crosswalk Attendant)	9.24
Sport Official	7.90
Survey Party Chief (Chief of Party)	13.36
Surveying Aide	8.84
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.15
Swimming Pool Operator	10.65
Vending Machine Attendant	10.20
Vending Machine Repairer	10.65
Vending Machine Repairer Helper	9.54
<b>Personal Needs Occupations</b>	
Child Care Attendant	10.20
Child Care Center Clerk	12.72
Chore Aid	8.05
Homemaker	12.29
<b>Plant and System Operation Occupations</b>	
Boiler Tender	15.26
Sewage Plant Operator	14.78
Stationary Engineer	17.04
Ventilation Equipment Tender	12.73
Water Treatment Plant Operator	14.35
<b>Protective Service Occupations</b>	
Alarm Monitor	12.76
Corrections Officer	16.48
Court Security Officer	18.84
Detention Officer	18.29
Firefighter	19.72
Guard I	11.41

Guard II	12.76
Police Officer	20.54

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	13.54
Hatch Tender	13.54
Line Handler	13.54
Stevedore I	10.29
Stevedore II	12.72

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	28.96
Air Traffic Control Specialist, Station (2)	19.97
Air Traffic Control Specialist, Terminal (2)	21.99
Archeological Technician I	12.65
Archeological Technician II	14.97
Archeological Technician III	18.55
Cartographic Technician	19.44
Civil Engineering Technician	18.78
Computer Based Training (CBT) Specialist/ Instructor	21.65
Drafter I	11.00
Drafter II	12.34
Drafter III	14.97
Drafter IV	18.55
Engineering Technician I	14.63
Engineering Technician II	16.41
Engineering Technician III	18.36
Engineering Technician IV	22.36
Engineering Technician V	25.09
Engineering Technician VI	33.09
Environmental Technician	17.20
Flight Simulator/Instructor (Pilot)	24.81
Graphic Artist	17.73
Instructor	18.84
Laboratory Technician	16.70
Mathematical Technician	20.23
Paralegal/Legal Assistant I	13.15
Paralegal/Legal Assistant II	21.48
Paralegal/Legal Assistant III	26.41
Paralegal/Legal Assistant IV	31.96
Photooptics Technician	23.14
Technical Writer	20.06
Unexploded (UXO) Safety Escort	18.40
Unexploded (UXO) Sweep Personnel	18.40
Unexploded Ordnance (UXO) Technician I	18.40
Unexploded Ordnance (UXO) Technician II	22.27
Unexploded Ordnance (UXO) Technician III	26.69
Weather Observer, Combined Upper Air and Surface Programs (3)	15.49
Weather Observer, Senior (3)	17.20

Weather Observer, Upper Air (3)

15.49

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	12.49
Parking and Lot Attendant	8.98
Shuttle Bus Driver	10.69
Taxi Driver	9.17
Truckdriver, Heavy Truck	13.38
Truckdriver, Light Truck	10.69
Truckdriver, Medium Truck	12.72
Truckdriver, Tractor-Trailer	13.38

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$2.15 an hour or \$86.00 a week or \$372.67 a month

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These



differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of

Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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Wage Determinations

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2447  
Revision No.: 20  
Date of Last Revision: 05/28/2002

State: Pennsylvania

Area: Pennsylvania Counties of Berks, Cumberland, Dauphin, Juniata, Lancaster, Lebanon, Mifflin, Montour,  
Northumberland, Perry, Snyder, Union

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

OCCUPATION TITLE	MINIMUM WAGE RATE
<b>Administrative Support and Clerical Occupations</b>	
Accounting Clerk I	10.64
Accounting Clerk II	12.86
Accounting Clerk III	14.82
Accounting Clerk IV	17.00
Court Reporter	11.75
Dispatcher, Motor Vehicle	12.09
Document Preparation Clerk	9.86
Duplicating Machine Operator	9.80
Film/Tape Librarian	12.22
General Clerk I	7.79
General Clerk II	8.79
General Clerk III	10.90
General Clerk IV	12.23
Housing Referral Assistant	15.63
Key Entry Operator I	9.92
Key Entry Operator II	12.75
Messenger (Courier)	8.88
Order Clerk I	11.24
Order Clerk II	14.26
Personnel Assistant (Employment) I	10.00
Personnel Assistant (Employment) II	11.24
Personnel Assistant (Employment) III	12.29
Personnel Assistant (Employment) IV	14.07
Production Control Clerk	15.65
Rental Clerk	11.76
Scheduler, Maintenance	12.22
Secretary I	12.71
Secretary II	13.95
Secretary III	15.60
Secretary IV	20.32
Secretary V	22.56
Service Order Dispatcher	12.29

Stenographer I	10.84
Stenographer II	12.74
Supply Technician	16.45
Survey Worker (Interviewer)	12.93
Switchboard Operator-Receptionist	9.86
Test Examiner	13.00
Test Proctor	13.00
Travel Clerk I	9.14
Travel Clerk II	9.58
Travel Clerk III	10.13
Word Processor I	10.37
Word Processor II	11.67
Word Processor III	13.02

**Automatic Data Processing Occupations**

Computer Data Librarian	10.48
Computer Operator I	10.38
Computer Operator II	12.21
Computer Operator III	14.73
Computer Operator IV	15.75
Computer Operator V	16.95
Computer Programmer I (1)	14.87
Computer Programmer II (1)	18.18
Computer Programmer III (1)	21.67
Computer Programmer IV (1)	25.84
Computer Systems Analyst I (1)	21.46
Computer Systems Analyst II (1)	25.14
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.63

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	17.73
Automotive Glass Installer	16.45
Automotive Worker	16.45
Electrician, Automotive	17.16
Mobile Equipment Servicer	15.04
Motor Equipment Metal Mechanic	17.69
Motor Equipment Metal Worker	16.45
Motor Vehicle Mechanic	17.69
Motor Vehicle Mechanic Helper	14.32
Motor Vehicle Upholstery Worker	15.74
Motor Vehicle Wrecker	16.45
Painter, Automotive	17.16
Radiator Repair Specialist	16.45
Tire Repairer	14.53
Transmission Repair Specialist	17.69

**Food Preparation and Service Occupations**

Baker	11.15
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Cook I	9.26
Cook II	10.14
Dishwasher	7.18
Food Service Worker	8.29
Meat Cutter	12.58
Waiter/Waitress	7.73

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	17.16
Furniture Handler	13.15
Furniture Refinisher	17.16
Furniture Refinisher Helper	14.32
Furniture Repairer, Minor	15.74
Upholsterer	17.76

**General Services and Support Occupations**

Cleaner, Vehicles	8.26
Elevator Operator	9.09
Gardener	11.72
House Keeping Aid I	8.17
House Keeping Aid II	9.52
Janitor	9.09
Laborer, Grounds Maintenance	9.24
Maid or Houseman	7.86
Pest Controller	12.28
Refuse Collector	8.87
Tractor Operator	10.54
Window Cleaner	9.78

**Health Occupations**

Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.56
Licensed Practical Nurse I	11.02
Licensed Practical Nurse II	12.36
Licensed Practical Nurse III	13.83
Medical Assistant	10.75
Medical Laboratory Technician	10.75
Medical Record Clerk	11.24
Medical Record Technician	12.61
Nursing Assistant I	6.90
Nursing Assistant II	7.76
Nursing Assistant III	8.47
Nursing Assistant IV	10.21
Pharmacy Technician	11.34
Phlebotomist	12.36
Registered Nurse I	13.64
Registered Nurse II	16.68
Registered Nurse II, Specialist	16.68
Registered Nurse III	20.19

Registered Nurse III, Anesthetist	20.19
Registered Nurse IV	24.21

**Information and Arts Occupations**

Audiovisual Librarian	17.36
Exhibits Specialist I	15.97
Exhibits Specialist II	17.36
Exhibits Specialist III	21.23
Illustrator I	15.97
Illustrator II	17.36
Illustrator III	21.23
Librarian	19.25
Library Technician	11.01
Photographer I	15.73
Photographer II	18.02
Photographer III	19.58
Photographer IV	23.95
Photographer V	28.99

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	7.27
Counter Attendant	7.27
Dry Cleaner	8.79
Finisher, Flatwork, Machine	7.27
Presser, Hand	7.27
Presser, Machine, Drycleaning	7.27
Presser, Machine, Shirts	7.27
Presser, Machine, Wearing Apparel, Laundry	7.27
Sewing Machine Operator	9.50
Tailor	10.28
Washer, Machine	7.19

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	17.16
Tool and Die Maker	19.46

**Material Handling and Packing Occupations**

Forklift Operator	13.93
Fuel Distribution System Operator	16.54
Material Coordinator	17.84
Material Expediter	17.84
Material Handling Laborer	15.51
Order Filler	10.94
Production Line Worker (Food Processing)	13.82
Shipping Packer	12.98
Shipping/Receiving Clerk	11.86
Stock Clerk (Shelf Stocker; Store Worker II)	12.47
Store Worker I	10.16
Tools and Parts Attendant	12.98

Warehouse Specialist	13.82
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**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	17.69
Aircraft Mechanic Helper	14.32
Aircraft Quality Control Inspector	18.65
Aircraft Servicer	15.74
Aircraft Worker	16.46
Appliance Mechanic	17.16
Bicycle Repairer	14.53
Cable Splicer	22.37
Carpenter, Maintenance	17.60
Carpet Layer	16.45
Electrician, Maintenance	17.47
Electronics Technician, Maintenance I	14.85
Electronics Technician, Maintenance II	18.93
Electronics Technician, Maintenance III	21.69
Fabric Worker	15.74
Fire Alarm System Mechanic	17.85
Fire Extinguisher Repairer	15.04
Fuel Distribution System Mechanic	19.46
General Maintenance Worker	16.46
Heating, Refrigeration and Air Conditioning Mechanic	17.69
Heavy Equipment Mechanic	17.69
Heavy Equipment Operator	17.69
Instrument Mechanic	17.85
Laborer	11.67
Locksmith	17.16
Machinery Maintenance Mechanic	18.19
Machinist, Maintenance	18.13
Maintenance Trades Helper	14.32
Millwright	18.80
Office Appliance Repairer	17.16
Painter, Aircraft	17.16
Painter, Maintenance	17.16
Pipefitter, Maintenance	19.27
Plumber, Maintenance	18.14
Pneudraulic Systems Mechanic	17.85
Rigger	17.85
Scale Mechanic	16.45
Sheet-Metal Worker, Maintenance	19.25
Small Engine Mechanic	16.45
Telecommunication Mechanic I	17.69
Telecommunication Mechanic II	18.39
Telephone Lineman	17.85
Welder, Combination, Maintenance	17.69
Well Driller	17.85
Woodcraft Worker	17.85
Woodworker	15.04

**Miscellaneous Occupations**

Animal Caretaker	9.46
Carnival Equipment Operator	8.42
Carnival Equipment Repairer	9.26
Carnival Worker	7.18
Cashier	6.90
Desk Clerk	7.56
Embalmer	17.93
Lifeguard	7.54
Mortician	16.57
Park Attendant (Aide)	9.46
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.28
Recreation Specialist	9.29
Recycling Worker	10.89
Sales Clerk	7.56
School Crossing Guard (Crosswalk Attendant)	7.18
Sport Official	6.57
Survey Party Chief (Chief of Party)	12.24
Surveying Aide	8.38
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.78
Swimming Pool Operator	12.83
Vending Machine Attendant	11.15
Vending Machine Repairer	12.83
Vending Machine Repairer Helper	11.15

**Personal Needs Occupations**

Child Care Attendant	8.01
Child Care Center Clerk	11.37
Chore Aid	8.37
Homemaker	11.73

**Plant and System Operation Occupations**

Boiler Tender	17.69
Sewage Plant Operator	17.16
Stationary Engineer	17.69
Ventilation Equipment Tender	14.32
Water Treatment Plant Operator	17.50

**Protective Service Occupations**

Alarm Monitor	10.21
Corrections Officer	18.18
Court Security Officer	18.18
Detention Officer	18.18
Firefighter	19.02
Guard I	8.28
Guard II	11.85
Police Officer	20.96



**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	16.23
Hatch Tender	16.23
Line Handler	16.23
Stevedore I	14.58
Stevedore II	17.03

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	12.52
Archeological Technician II	14.03
Archeological Technician III	17.36
Cartographic Technician	16.89
Civil Engineering Technician	18.18
Computer Based Training (CBT) Specialist/ Instructor	20.78
Drafter I	12.32
Drafter II	13.61
Drafter III	15.97
Drafter IV	17.36
Engineering Technician I	13.88
Engineering Technician II	15.58
Engineering Technician III	17.42
Engineering Technician IV	21.59
Engineering Technician V	26.40
Engineering Technician VI	31.93
Environmental Technician	16.60
Flight Simulator/Instructor (Pilot)	25.14
Graphic Artist	18.23
Instructor	18.88
Laboratory Technician	15.52
Mathematical Technician	17.36
Paralegal/Legal Assistant I	13.20
Paralegal/Legal Assistant II	17.54
Paralegal/Legal Assistant III	21.47
Paralegal/Legal Assistant IV	25.97
Photooptics Technician	20.12
Technical Writer	19.70
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	13.34
Weather Observer, Senior (3)	16.19
Weather Observer, Upper Air (3)	13.34

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	11.76
Parking and Lot Attendant	8.69
Shuttle Bus Driver	11.35
Taxi Driver	8.64
Truckdriver, Heavy Truck	18.66
Truckdriver, Light Truck	11.35
Truckdriver, Medium Truck	12.73
Truckdriver, Tractor-Trailer	18.66

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**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$2.15 an hour or \$86.00 a week or \$372.67 a month

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*****Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}****Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2449  
Revision No.: 15  
Date of Last Revision: 06/07/2002

States: New Jersey, Pennsylvania

Area: New Jersey Counties of Burlington, Camden, Gloucester  
Pennsylvania Counties of Bucks, Chester, Delaware, Lehigh, Montgomery, Northampton, Philadelphia

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
<b>01000</b>	<b>Administrative Support and Clerical Occupations</b>	
01011	Accounting Clerk I	10.63
01012	Accounting Clerk II	11.72
01013	Accounting Clerk III	14.02
01014	Accounting Clerk IV	16.35
01030	Court Reporter	15.41
01050	Dispatcher, Motor Vehicle	15.41
01060	Document Preparation Clerk	12.41
01070	Messenger (Courier)	9.22
01090	Duplicating Machine Operator	11.72
01110	Film/Tape Librarian	13.48
01115	General Clerk I	8.94
01116	General Clerk II	11.18
01117	General Clerk III	11.72
01118	General Clerk IV	14.02
01120	Housing Referral Assistant	17.29
01131	Key Entry Operator I	11.04
01132	Key Entry Operator II	13.69
01191	Order Clerk I	10.68
01192	Order Clerk II	14.25
01261	Personnel Assistant (Employment) I	11.72
01262	Personnel Assistant (Employment) II	14.02
01263	Personnel Assistant (Employment) III	15.41
01264	Personnel Assistant (Employment) IV	16.81
01270	Production Control Clerk	16.81
01290	Rental Clerk	14.02
01300	Scheduler, Maintenance	14.02
01311	Secretary I	14.02
01312	Secretary II	15.37
01313	Secretary III	17.95
01314	Secretary IV	18.87
01315	Secretary V	21.31
01320	Service Order Dispatcher	14.02

01341	Stenographer I	15.41
01342	Stenographer II	16.69
01400	Supply Technician	18.87
01420	Survey Worker (Interviewer)	12.88
01460	Switchboard Operator-Receptionist	12.55
01510	Test Examiner	15.37
01520	Test Proctor	15.37
01531	Travel Clerk I	10.46
01532	Travel Clerk II	10.96
01533	Travel Clerk III	11.66
01611	Word Processor I	12.11
01612	Word Processor II	13.53
01613	Word Processor III	15.17
<b>03000</b>	<b>Automatic Data Processing Occupations</b>	
03010	Computer Data Librarian	12.02
03041	Computer Operator I	13.40
03042	Computer Operator II	16.01
03043	Computer Operator III	21.13
03044	Computer Operator IV	24.60
03045	Computer Operator V	27.23
03071	Computer Programmer I (1)	19.34
03072	Computer Programmer II (1)	21.92
03073	Computer Programmer III (1)	26.95
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	26.79
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	13.40
<b>05000</b>	<b>Automotive Service Occupations</b>	
05005	Automotive Body Repairer, Fiberglass	20.50
05010	Automotive Glass Installer	16.61
05040	Automotive Worker	18.04
05070	Electrician, Automotive	18.72
05100	Mobile Equipment Servicer	16.74
05130	Motor Equipment Metal Mechanic	19.36
05160	Motor Equipment Metal Worker	18.04
05190	Motor Vehicle Mechanic	18.81
05220	Motor Vehicle Mechanic Helper	15.89
05250	Motor Vehicle Upholstery Worker	17.36
05280	Motor Vehicle Wrecker	18.04
05310	Painter, Automotive	18.72
05340	Radiator Repair Specialist	18.04
05370	Tire Repairer	14.89
05400	Transmission Repair Specialist	19.36
<b>07000</b>	<b>Food Preparation and Service Occupations</b>	
	Food Service Worker	9.98

07010	Baker	11.84
07041	Cook I	11.01
07042	Cook II	11.84
07070	Dishwasher	9.24
07130	Meat Cutter	13.71
07250	Waiter/Waitress	9.70
<b>09000</b>	<b>Furniture Maintenance and Repair Occupations</b>	
09010	Electrostatic Spray Painter	17.64
09040	Furniture Handler	13.60
09070	Furniture Refinisher	17.65
09100	Furniture Refinisher Helper	14.99
09110	Furniture Repairer, Minor	16.31
09130	Upholsterer	17.65
<b>11030</b>	<b>General Services and Support Occupations</b>	
11030	Cleaner, Vehicles	10.16
11060	Elevator Operator	10.91
11090	Gardener	11.50
11121	House Keeping Aid I	9.60
11122	House Keeping Aid II	10.81
11150	Janitor	10.91
11210	Laborer, Grounds Maintenance	11.51
11240	Maid or Houseman	9.76
11270	Pest Controller	13.28
11300	Refuse Collector	10.63
11330	Tractor Operator	12.11
11360	Window Cleaner	11.21
<b>12000</b>	<b>Health Occupations</b>	
12020	Dental Assistant	13.28
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.07
12071	Licensed Practical Nurse I	11.81
12072	Licensed Practical Nurse II	12.68
12073	Licensed Practical Nurse III	14.19
12100	Medical Assistant	10.55
12130	Medical Laboratory Technician	11.61
12160	Medical Record Clerk	11.61
12190	Medical Record Technician	13.89
12221	Nursing Assistant I	8.51
12222	Nursing Assistant II	9.58
12223	Nursing Assistant III	10.23
12224	Nursing Assistant IV	11.00
12250	Pharmacy Technician	12.50
12280	Phlebotomist	11.61
12311	Registered Nurse I	17.57
12312	Registered Nurse II	24.65
12313	Registered Nurse II, Specialist	25.94

12314	Registered Nurse III	31.01
12315	Registered Nurse III, Anesthetist	31.01
12316	Registered Nurse IV	37.17
<b>13000</b>	<b>Information and Arts Occupations</b>	
13002	Audiovisual Librarian	19.79
13011	Exhibits Specialist I	16.50
13012	Exhibits Specialist II	23.77
13013	Exhibits Specialist III	29.05
13041	Illustrator I	18.95
13042	Illustrator II	27.28
13043	Illustrator III	33.33
13047	Librarian	24.84
13050	Library Technician	13.37
13071	Photographer I	15.12
13072	Photographer II	16.50
13073	Photographer III	23.77
13074	Photographer IV	29.07
13075	Photographer V	36.35
<b>15000</b>	<b>Laundry, Dry Cleaning, Pressing and Related Occupations</b>	
15010	Assembler	7.44
15030	Counter Attendant	7.44
15040	Dry Cleaner	9.86
15070	Finisher, Flatwork, Machine	7.44
15090	Presser, Hand	7.44
15100	Presser, Machine, Drycleaning	7.44
15130	Presser, Machine, Shirts	7.44
15160	Presser, Machine, Wearing Apparel, Laundry	7.44
15190	Sewing Machine Operator	10.63
15220	Tailor	11.41
15250	Washer, Machine	8.24
<b>19000</b>	<b>Machine Tool Operation and Repair Occupations</b>	
19010	Machine-Tool Operator (Toolroom)	17.37
19040	Tool and Die Maker	20.80
<b>21000</b>	<b>Material Handling and Packing Occupations</b>	
21010	Fuel Distribution System Operator	16.79
21020	Material Coordinator	17.10
21030	Material Expediter	17.10
21040	Material Handling Laborer	13.92
21050	Order Filler	13.22
21071	Forklift Operator	14.25
21080	Production Line Worker (Food Processing)	15.75
21100	Shipping/Receiving Clerk	13.10
21130	Shipping Packer	13.36
21140	Store Worker I	12.32
21150	Stock Clerk (Shelf Stocker; Store Worker II)	14.88



21210	Tools and Parts Attendant	14.55
21400	Warehouse Specialist	15.75
<b>23000</b>	<b>Mechanics and Maintenance and Repair Occupations</b>	
		20.96
23010	Aircraft Mechanic	17.15
23040	Aircraft Mechanic Helper	22.48
23050	Aircraft Quality Control Inspector	18.66
23060	Aircraft Servicer	19.42
23070	Aircraft Worker	17.65
23100	Appliance Mechanic	15.11
23120	Bicycle Repairer	19.23
23125	Cable Splicer	19.82
23130	Carpenter, Maintenance	18.65
23140	Carpet Layer	20.05
23160	Electrician, Maintenance	19.08
23181	Electronics Technician, Maintenance I	24.83
23182	Electronics Technician, Maintenance II	25.65
23183	Electronics Technician, Maintenance III	17.58
23260	Fabric Worker	19.01
23290	Fire Alarm System Mechanic	16.40
23310	Fire Extinguisher Repairer	20.56
23340	Fuel Distribution System Mechanic	17.66
23370	General Maintenance Worker	21.06
23400	Heating, Refrigeration and Air Conditioning Mechanic	18.56
23430	Heavy Equipment Mechanic	20.14
23440	Heavy Equipment Operator	19.01
23460	Instrument Mechanic	12.97
23470	Laborer	17.65
23500	Locksmith	18.31
23530	Machinery Maintenance Mechanic	18.94
23550	Machinist, Maintenance	14.99
23580	Maintenance Trades Helper	19.01
23640	Millwright	18.34
23700	Office Appliance Repairer	17.65
23740	Painter, Aircraft	17.65
23760	Painter, Maintenance	23.01
23790	Pipefitter, Maintenance	20.30
23800	Plumber, Maintenance	19.01
23820	Pneudraulic Systems Mechanic	19.01
23850	Rigger	17.66
23870	Scale Mechanic	18.85
23890	Sheet-Metal Worker, Maintenance	17.08
23910	Small Engine Mechanic	19.01
23930	Telecommunication Mechanic I	20.10
23931	Telecommunication Mechanic II	19.01
23950	Telephone Lineman	19.01
23960	Welder, Combination, Maintenance	18.97
23965	Well Driller	19.01
23970	Woodcraft Worker	

23980	Woodworker	16.42
<b>24000</b>	<b>Personal Needs Occupations</b>	
24570	Child Care Attendant	11.83
24580	Child Care Center Clerk	14.75
24600	Chore Aid	8.85
24630	Homemaker	14.58
<b>25000</b>	<b>Plant and System Operation Occupations</b>	
25010	Boiler Tender	20.14
25040	Sewage Plant Operator	18.81
25070	Stationary Engineer	20.14
25190	Ventilation Equipment Tender	15.75
25210	Water Treatment Plant Operator	17.99
<b>27000</b>	<b>Protective Service Occupations</b>	
	Police Officer	21.08
	Alarm Monitor	15.36
27004	Corrections Officer	17.83
27006	Court Security Officer	20.30
27010	Detention Officer	18.45
27040	Firefighter	20.30
27070	Guard I	9.32
27101	Guard II	15.08
27102		
<b>28000</b>	<b>Stevedoring/Longshoremen Occupations</b>	
	Blocker and Bracer	17.66
28010	Hatch Tender	17.66
28020	Line Handler	17.66
28030	Stevedore I	16.28
28040	Stevedore II	17.68
28050		
<b>29000</b>	<b>Technical Occupations</b>	
	Graphic Artist	22.02
21150	Air Traffic Control Specialist, Center (2)	29.12
29010	Air Traffic Control Specialist, Station (2)	20.08
29011	Air Traffic Control Specialist, Terminal (2)	22.11
29012	Archeological Technician I	17.16
29023	Archeological Technician II	19.21
29024	Archeological Technician III	23.81
29025	Cartographic Technician	27.34
29030	Computer Based Training (CBT) Specialist/Instructor	26.79
29035	Civil Engineering Technician	23.77
29040	Drafter I	12.73
29061	Drafter II	15.14
29062	Drafter III	16.97
29063	Drafter IV	23.81
29064	Engineering Technician I	14.22
29081	Engineering Technician II	15.97
29082		

29083	Engineering Technician III	20.81
29084	Engineering Technician IV	25.33
29085	Engineering Technician V	30.83
29086	Engineering Technician VI	34.27
29090	Environmental Technician	19.44
29100	Flight Simulator/Instructor (Pilot)	27.62
29160	Instructor	22.85
29210	Laboratory Technician	18.37
29240	Mathematical Technician	23.81
29361	Paralegal/Legal Assistant I	15.67
29362	Paralegal/Legal Assistant II	17.87
29363	Paralegal/Legal Assistant III	19.58
29364	Paralegal/Legal Assistant IV	21.37
29390	Photooptics Technician	21.66
29480	Technical Writer	26.20
29491	Unexploded Ordnance (UXO) Technician I	18.51
29492	Unexploded Ordnance (UXO) Technician II	22.39
29493	Unexploded Ordnance (UXO) Technician III	26.84
29494	Unexploded (UXO) Safety Escort	18.51
29495	Unexploded (UXO) Sweep Personnel	18.51
29620	Weather Observer, Senior (3)	18.59
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	16.72
29622	Weather Observer, Upper Air	16.72
<b>31000</b>	<b>Transportation/ Mobile Equipment Operation Occupations</b>	
		17.42
31030	Bus Driver	9.58
31260	Parking and Lot Attendant	13.49
31290	Shuttle Bus Driver	10.92
31300	Taxi Driver	13.78
31361	Truckdriver, Light Truck	19.16
31362	Truckdriver, Medium Truck	19.91
31363	Truckdriver, Heavy Truck	19.91
31364	Truckdriver, Tractor-Trailer	
<b>99000</b>	<b>Miscellaneous Occupations</b>	
		10.12
99020	Animal Caretaker	9.69
99030	Cashier	10.53
99041	Carnival Equipment Operator	10.98
99042	Carnival Equipment Repairer	9.24
99043	Carnival Worker	11.83
99050	Desk Clerk	25.40
99095	Embalmer	10.54
99300	Lifeguard	25.40
99310	Mortician	13.24
99350	Park Attendant (Aide)	11.90
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	16.83
99500	Recreation Specialist	12.42
99510	Recycling Worker	

99610	Sales Clerk	10.54
99620	School Crossing Guard (Crosswalk Attendant)	9.24
99630	Sport Official	10.54
99658	Survey Party Chief (Chief of Party)	15.77
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.34
99660	Surveying Aide	9.36
99690	Swimming Pool Operator	14.24
99720	Vending Machine Attendant	13.14
99730	Vending Machine Repairer	14.23
99740	Vending Machine Repairer Helper	13.14

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, drying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance,

explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
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- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor



William W. Gross  
Director

Division of  
Wage Determinations

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2451  
Revision No.: 22  
Date of Last Revision: 05/28/2002

States: Ohio, Pennsylvania

Area: Ohio Counties of Belmont, Harrison, Jefferson, Tuscarawas  
Pennsylvania Counties of Allegheny, Armstrong, Beaver, Bedford, Blair, Butler, Cambria, Cameron, Centre,  
Clarion, Clearfield, Clinton, Crawford, Elk, Erie, Fayette, Forest, Fulton, Greene, Huntingdon, Indiana,  
Jefferson, Lawrence, McKean, Mercer, Potter, Somerset, Venango, Warren, Washington, Westmoreland

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

OCCUPATION TITLE

MINIMUM WAGE RATE

**Administrative Support and Clerical Occupations**

Accounting Clerk I	11.00
Accounting Clerk II	12.04
Accounting Clerk III	14.97
Accounting Clerk IV	20.33
Court Reporter	14.69
Dispatcher, Motor Vehicle	11.83
Document Preparation Clerk	11.66
Duplicating Machine Operator	10.49
Film/Tape Librarian	12.05
General Clerk I	7.76
General Clerk II	8.66
General Clerk III	10.69
General Clerk IV	13.35
Housing Referral Assistant	15.93
Key Entry Operator I	9.14
Key Entry Operator II	11.13
Messenger (Courier)	8.74
Order Clerk I	11.97
Order Clerk II	14.31
Personnel Assistant (Employment) I	12.33
Personnel Assistant (Employment) II	13.75
Personnel Assistant (Employment) III	14.39
Personnel Assistant (Employment) IV	17.80
Production Control Clerk	16.30
Rental Clerk	12.05
Scheduler, Maintenance	13.55
Secretary I	13.55
Secretary II	13.82
Secretary III	15.93
Secretary IV	18.17

Secretary V	20.13
Service Order Dispatcher	12.05
Stenographer I	12.79
Stenographer II	14.30
Supply Technician	18.17
Survey Worker (Interviewer)	11.51
Switchboard Operator-Receptionist	9.63
Test Examiner	12.94
Test Proctor	12.94
Travel Clerk I	10.17
Travel Clerk II	10.90
Travel Clerk III	11.71
Word Processor I	11.61
Word Processor II	15.43
Word Processor III	16.54

**Automatic Data Processing Occupations**

Computer Data Librarian	11.81
Computer Operator I	11.76
Computer Operator II	12.91
Computer Operator III	18.29
Computer Operator IV	20.32
Computer Operator V	22.49
Computer Programmer I (1)	18.47
Computer Programmer II (1)	21.00
Computer Programmer III (1)	25.20
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	19.57
Computer Systems Analyst II (1)	24.98
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	13.96

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	16.80
Automotive Glass Installer	15.60
Automotive Worker	15.60
Electrician, Automotive	16.22
Mobile Equipment Servicer	14.46
Motor Equipment Metal Mechanic	16.80
Motor Equipment Metal Worker	15.60
Motor Vehicle Mechanic	17.06
Motor Vehicle Mechanic Helper	13.89
Motor Vehicle Upholstery Worker	15.03
Motor Vehicle Wrecker	15.60
Painter, Automotive	16.22
Radiator Repair Specialist	15.60
Tire Repairer	13.96
Transmission Repair Specialist	16.80



**Food Preparation and Service Occupations**

	10.98
Baker	10.16
Cook I	10.98
Cook II	8.33
Dishwasher	8.37
Food Service Worker	11.08
Meat Cutter	8.86
Waiter/Waitress	

**Furniture Maintenance and Repair Occupations**

	16.22
Electrostatic Spray Painter	12.62
Furniture Handler	16.22
Furniture Refinisher	13.89
Furniture Refinisher Helper	15.03
Furniture Repairer, Minor	16.22
Upholsterer	

**General Services and Support Occupations**

	8.44
Cleaner, Vehicles	11.02
Elevator Operator	10.36
Gardener	8.93
House Keeping Aid I	9.58
House Keeping Aid II	11.02
Janitor	9.03
Laborer, Grounds Maintenance	8.93
Maid or Houseman	12.21
Pest Controller	11.02
Refuse Collector	9.97
Tractor Operator	11.72
Window Cleaner	

**Health Occupations**

	10.93
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.06
Licensed Practical Nurse I	13.55
Licensed Practical Nurse II	15.15
Licensed Practical Nurse III	10.66
Medical Assistant	12.93
Medical Laboratory Technician	11.24
Medical Record Clerk	13.54
Medical Record Technician	7.93
Nursing Assistant I	8.92
Nursing Assistant II	9.73
Nursing Assistant III	10.92
Nursing Assistant IV	12.19
Pharmacy Technician	12.93
Phlebotomist	19.16
Registered Nurse I	

Registered Nurse II	20.13
Registered Nurse II, Specialist	22.06
Registered Nurse III	27.85
Registered Nurse III, Anesthetist	27.85
Registered Nurse IV	29.35

**Information and Arts Occupations**

Audiovisual Librarian	16.54
Exhibits Specialist I	20.46
Exhibits Specialist II	26.07
Exhibits Specialist III	28.16
Illustrator I	17.66
Illustrator II	22.51
Illustrator III	24.32
Librarian	24.58
Library Technician	13.89
Photographer I	13.80
Photographer II	16.58
Photographer III	21.13
Photographer IV	22.83
Photographer V	27.60

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	8.25
Counter Attendant	8.25
Dry Cleaner	10.11
Finisher, Flatwork, Machine	8.25
Presser, Hand	8.25
Presser, Machine, Drycleaning	8.25
Presser, Machine, Shirts	8.25
Presser, Machine, Wearing Apparel, Laundry	8.25
Sewing Machine Operator	10.80
Tailor	11.48
Washer, Machine	8.94

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	16.21
Tool and Die Maker	22.76

**Material Handling and Packing Occupations**

Forklift Operator	13.68
Fuel Distribution System Operator	16.62
Material Coordinator	16.89
Material Expediter	16.89
Material Handling Laborer	15.05
Order Filler	13.89
Production Line Worker (Food Processing)	13.61
Shipping Packer	13.03
Shipping/Receiving Clerk	12.80

Stock Clerk (Shelf Stocker; Store Worker II)	13.82
Store Worker I	10.91
Tools and Parts Attendant	13.61
Warehouse Specialist	13.61

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	17.58
Aircraft Mechanic Helper	13.89
Aircraft Quality Control Inspector	18.15
Aircraft Servicer	15.38
Aircraft Worker	16.21
Appliance Mechanic	16.22
Bicycle Repairer	13.96
Cable Splicer	21.69
Carpenter, Maintenance	16.89
Carpet Layer	17.94
Electrician, Maintenance	20.17
Electronics Technician, Maintenance I	18.40
Electronics Technician, Maintenance II	21.70
Electronics Technician, Maintenance III	23.74
Fabric Worker	15.03
Fire Alarm System Mechanic	17.58
Fire Extinguisher Repairer	14.50
Fuel Distribution System Mechanic	19.32
General Maintenance Worker	15.60
Heating, Refrigeration and Air Conditioning Mechanic	16.80
Heavy Equipment Mechanic	16.80
Heavy Equipment Operator	16.80
Instrument Mechanic	17.58
Laborer	13.37
Locksmith	16.96
Machinery Maintenance Mechanic	17.61
Machinist, Maintenance	18.41
Maintenance Trades Helper	13.89
Millwright	18.73
Office Appliance Repairer	16.96
Painter, Aircraft	16.22
Painter, Maintenance	17.50
Pipefitter, Maintenance	22.74
Plumber, Maintenance	18.65
Pneudraulic Systems Mechanic	17.58
Rigger	17.58
Scale Mechanic	16.21
Sheet-Metal Worker, Maintenance	18.05
Small Engine Mechanic	15.60
Telecommunication Mechanic I	16.80
Telecommunication Mechanic II	17.25
Telephone Lineman	17.58
Welder, Combination, Maintenance	16.81

Well Driller	16.80
Woodcraft Worker	16.80
Woodworker	14.45

**Miscellaneous Occupations**

Animal Caretaker	9.38
Carnival Equipment Operator	9.78
Carnival Equipment Repairer	10.16
Carnival Worker	8.33
Cashier	7.10
Desk Clerk	7.70
Embalmer	18.08
Lifeguard	8.10
Mortician	18.12
Park Attendant (Aide)	10.17
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.10
Recreation Specialist	12.61
Recycling Worker	12.94
Sales Clerk	8.10
School Crossing Guard (Crosswalk Attendant)	8.33
Sport Official	7.04
Survey Party Chief (Chief of Party)	13.02
Surveying Aide	7.75
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.83
Swimming Pool Operator	14.57
Vending Machine Attendant	12.94
Vending Machine Repairer	14.57
Vending Machine Repairer Helper	12.94

**Personal Needs Occupations**

Child Care Attendant	9.40
Child Care Center Clerk	8.86
Chore Aid	8.92
Homemaker	10.89

**Plant and System Operation Occupations**

Boiler Tender	18.89
Sewage Plant Operator	16.70
Stationary Engineer	18.89
Ventilation Equipment Tender	13.89
Water Treatment Plant Operator	16.22

**Protective Service Occupations**

Alarm Monitor	12.51
Corrections Officer	19.31
Court Security Officer	19.31
Detention Officer	19.31
Firefighter	18.26
Guard I	8.23

Guard II	13.33
Police Officer	22.56
<b>Stevedoring/Longshoremen Occupations</b>	
Blocker and Bracer	16.21
Hatch Tender	16.21
Line Handler	16.21
Stevedore I	14.69
Stevedore II	15.86
<b>Technical Occupations</b>	
Air Traffic Control Specialist, Center (2)	28.44
Air Traffic Control Specialist, Station (2)	19.61
Air Traffic Control Specialist, Terminal (2)	21.60
Archeological Technician I	14.84
Archeological Technician II	16.62
Archeological Technician III	20.55
Cartographic Technician	20.32
Civil Engineering Technician	19.74
Computer Based Training (CBT) Specialist/ Instructor	24.32
Drafter I	12.82
Drafter II	16.27
Drafter III	19.55
Drafter IV	25.09
Engineering Technician I	16.04
Engineering Technician II	18.03
Engineering Technician III	20.95
Engineering Technician IV	23.96
Engineering Technician V	27.44
Engineering Technician VI	33.17
Environmental Technician	17.43
Flight Simulator/Instructor (Pilot)	27.44
Graphic Artist	18.69
Instructor	21.53
Laboratory Technician	18.37
Mathematical Technician	23.06
Paralegal/Legal Assistant I	14.45
Paralegal/Legal Assistant II	18.81
Paralegal/Legal Assistant III	22.27
Paralegal/Legal Assistant IV	22.93
Photoptics Technician	20.05
Technical Writer	21.39
Unexploded (UXO) Safety Escort	18.08
Unexploded (UXO) Sweep Personnel	18.08
Unexploded Ordnance (UXO) Technician I	18.08
Unexploded Ordnance (UXO) Technician II	21.87
Unexploded Ordnance (UXO) Technician III	26.22
Weather Observer, Combined Upper Air and Surface Programs (3)	18.24
Weather Observer, Senior (3)	19.09

Weather Observer, Upper Air (3)	18.24
<b>Transportation/ Mobile Equipment Operation Occupations</b>	
Bus Driver	17.12
Parking and Lot Attendant	8.33
Shuttle Bus Driver	14.50
Taxi Driver	9.93
Truckdriver, Heavy Truck	16.14
Truckdriver, Light Truck	13.51
Truckdriver, Medium Truck	15.75
Truckdriver, Tractor-Trailer	16.46

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**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))**

**Conformance Process:**

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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
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U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2453  
Revision No.: 17  
Date of Last Revision: 05/29/2002

State: Pennsylvania

Area: Pennsylvania Counties of Bradford, Carbon, Columbia, Lackawanna, Luzerne, Lycoming, Monroe, Pike, Schuylkill, Sullivan, Susquehanna, Tioga, Wayne, Wyoming

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
<b>01000</b>	<b>Administrative Support and Clerical Occupations</b>	
01011	Accounting Clerk I	8.93
01012	Accounting Clerk II	11.11
01013	Accounting Clerk III	12.76
01014	Accounting Clerk IV	14.33
01030	Court Reporter	11.24
01050	Dispatcher, Motor Vehicle	10.02
01060	Document Preparation Clerk	10.10
01070	Messenger (Courier)	8.41
01090	Duplicating Machine Operator	10.10
01110	Film/Tape Librarian	9.87
01115	General Clerk I	8.29
01116	General Clerk II	10.66
01117	General Clerk III	11.63
01118	General Clerk IV	14.73
01120	Housing Referral Assistant	13.63
01131	Key Entry Operator I	8.76
01132	Key Entry Operator II	10.29
01191	Order Clerk I	11.07
01192	Order Clerk II	14.16
01261	Personnel Assistant (Employment) I	9.27
01262	Personnel Assistant (Employment) II	11.74
01263	Personnel Assistant (Employment) III	12.97
01264	Personnel Assistant (Employment) IV	14.66
01270	Production Control Clerk	14.05
01290	Rental Clerk	8.97
01300	Scheduler, Maintenance	9.93
01311	Secretary I	9.93
01312	Secretary II	11.31
01313	Secretary III	13.63
01314	Secretary IV	14.86
01315	Secretary V	16.49
01320	Service Order Dispatcher	10.01

01341	Stenographer I	9.44
01342	Stenographer II	11.01
01400	Supply Technician	13.25
01420	Survey Worker (Interviewer)	10.22
01460	Switchboard Operator-Receptionist	8.62
01510	Test Examiner	11.31
01520	Test Proctor	11.31
01531	Travel Clerk I	9.77
01532	Travel Clerk II	10.24
01533	Travel Clerk III	10.93
01611	Word Processor I	8.77
01612	Word Processor II	10.95
01613	Word Processor III	12.25
<b>03000</b>	<b>Automatic Data Processing Occupations</b>	
03010	Computer Data Librarian	10.81
03041	Computer Operator I	11.25
03042	Computer Operator II	12.65
03043	Computer Operator III	15.27
03044	Computer Operator IV	15.92
03045	Computer Operator V	17.66
03071	Computer Programmer I (1)	12.85
03072	Computer Programmer II (1)	15.60
03073	Computer Programmer III (1)	19.36
03074	Computer Programmer IV (1)	23.19
03101	Computer Systems Analyst I (1)	21.91
03102	Computer Systems Analyst II (1)	25.63
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	12.43
<b>05000</b>	<b>Automotive Service Occupations</b>	
05005	Automotive Body Repairer, Fiberglass	14.23
05010	Automotive Glass Installer	13.29
05040	Automotive Worker	13.29
05070	Electrician, Automotive	13.81
05100	Mobile Equipment Servicer	12.41
05130	Motor Equipment Metal Mechanic	14.23
05160	Motor Equipment Metal Worker	13.29
05190	Motor Vehicle Mechanic	14.23
05220	Motor Vehicle Mechanic Helper	11.95
05250	Motor Vehicle Upholstery Worker	12.85
05280	Motor Vehicle Wrecker	13.29
05310	Painter, Automotive	13.81
05340	Radiator Repair Specialist	13.30
05370	Tire Repairer	11.99
05400	Transmission Repair Specialist	14.23
<b>07000</b>	<b>Food Preparation and Service Occupations</b>	
	Food Service Worker	8.09

07010	Baker	10.12
07041	Cook I	9.47
07042	Cook II	10.12
07070	Dishwasher	8.09
07130	Meat Cutter	10.12
07250	Waiter/Waitress	8.41
<b>09000</b>	<b>Furniture Maintenance and Repair Occupations</b>	
09010	Electrostatic Spray Painter	13.81
09040	Furniture Handler	12.58
09070	Furniture Refinisher	15.19
09100	Furniture Refinisher Helper	13.15
09110	Furniture Repairer, Minor	14.09
09130	Upholsterer	13.81
<b>11030</b>	<b>General Services and Support Occupations</b>	
11030	Cleaner, Vehicles	8.28
11060	Elevator Operator	8.83
11090	Gardener	9.88
11121	House Keeping Aid I	7.77
11122	House Keeping Aid II	8.83
11150	Janitor	8.83
11210	Laborer, Grounds Maintenance	8.95
11240	Maid or Houseman	7.77
11270	Pest Controller	10.28
11300	Refuse Collector	9.28
11330	Tractor Operator	9.65
11360	Window Cleaner	9.64
<b>12000</b>	<b>Health Occupations</b>	
12020	Dental Assistant	11.48
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.48
12071	Licensed Practical Nurse I	11.56
12072	Licensed Practical Nurse II	12.98
12073	Licensed Practical Nurse III	12.98
12100	Medical Assistant	10.27
12130	Medical Laboratory Technician	12.98
12160	Medical Record Clerk	10.26
12190	Medical Record Technician	14.22
12221	Nursing Assistant I	8.12
12222	Nursing Assistant II	9.13
12223	Nursing Assistant III	9.96
12224	Nursing Assistant IV	11.18
12250	Pharmacy Technician	12.97
12280	Phlebotomist	12.98
12311	Registered Nurse I	15.47
12312	Registered Nurse II	18.91
12313	Registered Nurse II, Specialist	18.91

12314	Registered Nurse III	22.88
12315	Registered Nurse III, Anesthetist	22.88
12316	Registered Nurse IV	27.43
<b>13000</b>	<b>Information and Arts Occupations</b>	
13002	Audiovisual Librarian	13.42
13011	Exhibits Specialist I	13.38
13012	Exhibits Specialist II	18.21
13013	Exhibits Specialist III	20.48
13041	Illustrator I	13.38
13042	Illustrator II	18.08
13043	Illustrator III	20.48
13047	Librarian	18.40
13050	Library Technician	11.24
13071	Photographer I	12.03
13072	Photographer II	13.89
13073	Photographer III	18.91
13074	Photographer IV	23.39
13075	Photographer V	28.31
<b>15000</b>	<b>Laundry, Dry Cleaning, Pressing and Related Occupations</b>	
15010	Assembler	7.87
15030	Counter Attendant	7.87
15040	Dry Cleaner	9.86
15070	Finisher, Flatwork, Machine	7.87
15090	Presser, Hand	7.87
15100	Presser, Machine, Drycleaning	7.87
15130	Presser, Machine, Shirts	7.87
15160	Presser, Machine, Wearing Apparel, Laundry	7.87
15190	Sewing Machine Operator	10.63
15220	Tailor	11.41
15250	Washer, Machine	8.24
<b>19000</b>	<b>Machine Tool Operation and Repair Occupations</b>	
19010	Machine-Tool Operator (Toolroom)	14.57
19040	Tool and Die Maker	16.38
<b>21000</b>	<b>Material Handling and Packing Occupations</b>	
21010	Fuel Distribution System Operator	14.00
21020	Material Coordinator	14.75
21030	Material Expediter	14.75
21040	Material Handling Laborer	12.20
21050	Order Filler	10.45
21071	Forklift Operator	13.42
21080	Production Line Worker (Food Processing)	13.08
21100	Shipping/Receiving Clerk	10.49
21130	Shipping Packer	11.54
21140	Store Worker I	11.30
21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.94

21210	Tools and Parts Attendant	14.63
21400	Warehouse Specialist	14.63
<b>23000</b>	<b>Mechanics and Maintenance and Repair Occupations</b>	
23010	Aircraft Mechanic	15.65
23040	Aircraft Mechanic Helper	13.15
23050	Aircraft Quality Control Inspector	16.13
23060	Aircraft Servicer	14.09
23070	Aircraft Worker	14.56
23100	Appliance Mechanic	15.19
23120	Bicycle Repairer	12.38
23125	Cable Splicer	18.00
23130	Carpenter, Maintenance	15.88
23140	Carpet Layer	14.56
23160	Electrician, Maintenance	18.94
23181	Electronics Technician, Maintenance I	17.73
23182	Electronics Technician, Maintenance II	18.66
23183	Electronics Technician, Maintenance III	20.61
23260	Fabric Worker	12.81
23290	Fire Alarm System Mechanic	15.65
23310	Fire Extinguisher Repairer	13.62
23340	Fuel Distribution System Mechanic	15.65
23370	General Maintenance Worker	13.52
23400	Heating, Refrigeration and Air Conditioning Mechanic	15.17
23430	Heavy Equipment Mechanic	14.97
23440	Heavy Equipment Operator	16.38
23460	Instrument Mechanic	16.38
23470	Laborer	10.23
23500	Locksmith	15.19
23530	Machinery Maintenance Mechanic	15.35
23550	Machinist, Maintenance	14.89
23580	Maintenance Trades Helper	13.15
23640	Millwright	18.00
23700	Office Appliance Repairer	16.71
23740	Painter, Aircraft	15.53
23760	Painter, Maintenance	16.44
23790	Pipefitter, Maintenance	17.37
23800	Plumber, Maintenance	16.97
23820	Pneudraulic Systems Mechanic	15.65
23850	Rigger	15.65
23870	Scale Mechanic	14.56
23890	Sheet-Metal Worker, Maintenance	16.64
23910	Small Engine Mechanic	15.23
23930	Telecommunication Mechanic I	16.90
23931	Telecommunication Mechanic II	17.40
23950	Telephone Lineman	16.90
23960	Welder, Combination, Maintenance	14.23
23965	Well Driller	15.65
23970	Woodcraft Worker	15.65

23980	Woodworker	12.73
<b>24000</b>	<b>Personal Needs Occupations</b>	
24570	Child Care Attendant	8.22
24580	Child Care Center Clerk	10.24
24600	Chore Aid	8.22
24630	Homemaker	12.03
<b>25000</b>	<b>Plant and System Operation Occupations</b>	
25010	Boiler Tender	18.00
25040	Sewage Plant Operator	16.25
25070	Stationary Engineer	18.00
25190	Ventilation Equipment Tender	13.15
25210	Water Treatment Plant Operator	15.38
<b>27000</b>	<b>Protective Service Occupations</b>	
	Police Officer	20.49
27004	Alarm Monitor	11.06
27006	Corrections Officer	17.69
27010	Court Security Officer	18.18
27040	Detention Officer	17.69
27070	Firefighter	16.75
27101	Guard I	7.76
27102	Guard II	12.17
<b>28000</b>	<b>Stevedoring/Longshoremen Occupations</b>	
28010	Blocker and Bracer	14.52
28020	Hatch Tender	14.52
28030	Line Handler	14.52
28040	Stevedore I	12.84
28050	Stevedore II	13.80
<b>29000</b>	<b>Technical Occupations</b>	
21150	Graphic Artist	18.05
29010	Air Traffic Control Specialist, Center (2)	29.93
29011	Air Traffic Control Specialist, Station (2)	20.64
29012	Air Traffic Control Specialist, Terminal (2)	22.73
29023	Archeological Technician I	14.10
29024	Archeological Technician II	15.87
29025	Archeological Technician III	19.59
29030	Cartographic Technician	19.69
29035	Computer Based Training (CBT) Specialist/ Instructor	21.91
29040	Civil Engineering Technician	17.81
29061	Drafter I	10.23
29062	Drafter II	11.64
29063	Drafter III	15.93
29064	Drafter IV	19.59
29081	Engineering Technician I	11.77
29082	Engineering Technician II	13.39

29083	Engineering Technician III	18.06
29084	Engineering Technician IV	22.37
29085	Engineering Technician V	26.44
29086	Engineering Technician VI	33.34
29090	Environmental Technician	16.92
29100	Flight Simulator/Instructor (Pilot)	25.63
29160	Instructor	18.95
29210	Laboratory Technician	13.72
29240	Mathematical Technician	19.46
29361	Paralegal/Legal Assistant I	14.08
29362	Paralegal/Legal Assistant II	16.56
29363	Paralegal/Legal Assistant III	20.20
29364	Paralegal/Legal Assistant IV	24.52
29390	Photooptics Technician	20.21
29480	Technical Writer	19.54
29491	Unexploded Ordnance (UXO) Technician I	19.02
29492	Unexploded Ordnance (UXO) Technician II	23.01
29493	Unexploded Ordnance (UXO) Technician III	27.58
29494	Unexploded (UXO) Safety Escort	19.02
29495	Unexploded (UXO) Sweep Personnel	19.02
29620	Weather Observer, Senior (3)	15.17
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	13.56
29622	Weather Observer, Upper Air (3)	13.56
<b>31000</b>	<b>Transportation/ Mobile Equipment Operation Occupations</b>	
31030	Bus Driver	13.38
31260	Parking and Lot Attendant	9.59
31290	Shuttle Bus Driver	12.28
31300	Taxi Driver	9.59
31361	Truckdriver, Light Truck	11.16
31362	Truckdriver, Medium Truck	12.02
31363	Truckdriver, Heavy Truck	16.63
31364	Truckdriver, Tractor-Trailer	16.63
<b>99000</b>	<b>Miscellaneous Occupations</b>	
99020	Animal Caretaker	8.75
99030	Cashier	6.70
99041	Carnival Equipment Operator	9.07
99042	Carnival Equipment Repairer	9.47
99043	Carnival Worker	8.09
99050	Desk Clerk	8.22
99095	Embalmer	19.02
99300	Lifeguard	9.26
99310	Mortician	17.39
99350	Park Attendant (Aide)	11.63
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.67
99500	Recreation Specialist	11.36
99510	Recycling Worker	11.47

99610	Sales Clerk	8.32
99620	School Crossing Guard (Crosswalk Attendant)	8.09
99630	Sport Official	8.05
99658	Survey Party Chief (Chief of Party)	12.69
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.54
99660	Surveying Aide	8.48
99690	Swimming Pool Operator	11.13
99720	Vending Machine Attendant	9.98
99730	Vending Machine Repairer	11.13
99740	Vending Machine Repairer Helper	9.98

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These



differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of

Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

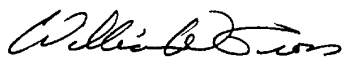
5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor



William W. Gross  
Director

Division of  
Wage Determinations

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2455  
Revision No.: 19  
Date of Last Revision: 08/21/2002

State: Pennsylvania

Area: Pennsylvania Counties of Adams, York

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
<b>01000</b>	<b>Administrative Support and Clerical Occupations</b>	
01011	Accounting Clerk I	9.71
01012	Accounting Clerk II	11.33
01013	Accounting Clerk III	13.39
01014	Accounting Clerk IV	14.55
01030	Court Reporter	12.93
01050	Dispatcher, Motor Vehicle	13.84
01060	Document Preparation Clerk	9.81
01070	Messenger (Courier)	10.09
01090	Duplicating Machine Operator	9.81
01110	Film/Tape Librarian	10.51
01115	General Clerk I	7.54
01116	General Clerk II	8.56
01117	General Clerk III	11.28
01118	General Clerk IV	12.66
01120	Housing Referral Assistant	14.95
01131	Key Entry Operator I	9.94
01132	Key Entry Operator II	10.24
01191	Order Clerk I	10.09
01192	Order Clerk II	14.84
01261	Personnel Assistant (Employment) I	10.88
01262	Personnel Assistant (Employment) II	12.22
01263	Personnel Assistant (Employment) III	13.40
01264	Personnel Assistant (Employment) IV	14.96
01270	Production Control Clerk	14.81
01290	Rental Clerk	10.51
01300	Scheduler, Maintenance	12.38
01311	Secretary I	12.38
01312	Secretary II	13.65
01313	Secretary III	14.95
01314	Secretary IV	16.61
01315	Secretary V	17.20
01320	Service Order Dispatcher	12.38
01341	Stenographer I	10.30

01342	Stenographer II	11.56
01400	Supply Technician	16.61
01420	Survey Worker (Interviewer)	12.46
01460	Switchboard Operator-Receptionist	9.58
01510	Test Examiner	13.65
01520	Test Proctor	13.65
01531	Travel Clerk I	8.73
01532	Travel Clerk II	9.36
01533	Travel Clerk III	10.02
01611	Word Processor I	10.79
01612	Word Processor II	11.90
01613	Word Processor III	15.73

**03000 Automatic Data Processing Occupations**

03010	Computer Data Librarian	10.07
03041	Computer Operator I	12.48
03042	Computer Operator II	13.96
03043	Computer Operator III	17.74
03044	Computer Operator IV	18.94
03045	Computer Operator V	21.94
03071	Computer Programmer I (1)	16.14
03072	Computer Programmer II (1)	20.00
03073	Computer Programmer III (1)	21.67
03074	Computer Programmer IV (1)	22.58
03101	Computer Systems Analyst I (1)	22.45
03102	Computer Systems Analyst II (1)	25.17
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	12.48

**05000 Automotive Service Occupations**

05005	Automotive Body Repairer, Fiberglass	16.26
05010	Automotive Glass Installer	15.06
05040	Automotive Worker	15.06
05070	Electrician, Automotive	15.70
05100	Mobile Equipment Servicer	13.76
05130	Motor Equipment Metal Mechanic	16.70
05160	Motor Equipment Metal Worker	15.06
05190	Motor Vehicle Mechanic	16.26
05220	Motor Vehicle Mechanic Helper	14.41
05250	Motor Vehicle Upholstery Worker	14.41
05280	Motor Vehicle Wrecker	15.06
05310	Painter, Automotive	15.70
05340	Radiator Repair Specialist	15.06
05370	Tire Repairer	13.29
05400	Transmission Repair Specialist	16.26

**07000 Food Preparation and Service Occupations**

	Food Service Worker	8.80
07010	Baker	9.70

07041	Cook I	8.01
07042	Cook II	9.42
07070	Dishwasher	8.80
07130	Meat Cutter	11.13
07250	Waiter/Waitress	9.47
<b>09000</b>	<b>Furniture Maintenance and Repair Occupations</b>	
09010	Electrostatic Spray Painter	15.70
09040	Furniture Handler	12.23
09070	Furniture Refinisher	15.70
09100	Furniture Refinisher Helper	13.10
09110	Furniture Repairer, Minor	14.41
09130	Upholsterer	15.70
<b>11030</b>	<b>General Services and Support Occupations</b>	
11030	Cleaner, Vehicles	8.97
11060	Elevator Operator	9.22
11090	Gardener	11.34
11121	House Keeping Aid I	8.80
11122	House Keeping Aid II	9.96
11150	Janitor	9.22
11210	Laborer, Grounds Maintenance	9.51
11240	Maid or Houseman	8.80
11270	Pest Controller	11.88
11300	Refuse Collector	8.80
11330	Tractor Operator	10.81
11360	Window Cleaner	9.96
<b>12000</b>	<b>Health Occupations</b>	
12020	Dental Assistant	10.93
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.84
12071	Licensed Practical Nurse I	11.02
12072	Licensed Practical Nurse II	12.36
12073	Licensed Practical Nurse III	13.83
12100	Medical Assistant	10.20
12130	Medical Laboratory Technician	12.36
12160	Medical Record Clerk	9.77
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	8.75
12222	Nursing Assistant II	9.83
12223	Nursing Assistant III	10.73
12224	Nursing Assistant IV	12.04
12250	Pharmacy Technician	12.19
12280	Phlebotomist	12.36
12311	Registered Nurse I	17.13
12312	Registered Nurse II	20.97
12313	Registered Nurse II, Specialist	20.97
12314	Registered Nurse III	25.37

12315	Registered Nurse III, Anesthetist	25.37
12316	Registered Nurse IV	30.38
<b>13000</b>	<b>Information and Arts Occupations</b>	
13002	Audiovisual Librarian	15.73
13011	Exhibits Specialist I	15.65
13012	Exhibits Specialist II	15.88
13013	Exhibits Specialist III	21.83
13041	Illustrator I	15.65
13042	Illustrator II	15.88
13043	Illustrator III	21.83
13047	Librarian	18.73
13050	Library Technician	12.87
13071	Photographer I	12.72
13072	Photographer II	13.92
13073	Photographer III	14.44
13074	Photographer IV	21.56
13075	Photographer V	26.10
<b>15000</b>	<b>Laundry, Dry Cleaning, Pressing and Related Occupations</b>	
15010	Assembler	7.22
15030	Counter Attendant	7.22
15040	Dry Cleaner	8.79
15070	Finisher, Flatwork, Machine	7.22
15090	Presser, Hand	7.22
15100	Presser, Machine, Drycleaning	7.22
15130	Presser, Machine, Shirts	7.22
15160	Presser, Machine, Wearing Apparel, Laundry	7.22
15190	Sewing Machine Operator	9.37
15220	Tailor	9.86
15250	Washer, Machine	7.89
<b>19000</b>	<b>Machine Tool Operation and Repair Occupations</b>	
19010	Machine-Tool Operator (Toolroom)	15.70
19040	Tool and Die Maker	17.94
<b>21000</b>	<b>Material Handling and Packing Occupations</b>	
21010	Fuel Distribution System Operator	15.13
21020	Material Coordinator	15.08
21030	Material Expediter	15.08
21040	Material Handling Laborer	12.33
21050	Order Filler	13.41
21071	Forklift Operator	13.10
21080	Production Line Worker (Food Processing)	13.64
21100	Shipping/Receiving Clerk	13.00
21130	Shipping Packer	13.00
21140	Store Worker I	10.24
21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.79
21210	Tools and Parts Attendant	13.34

21400	Warehouse Specialist	13.34
<b>23000</b>	<b>Mechanics and Maintenance and Repair Occupations</b>	
23010	Aircraft Mechanic	17.88
23040	Aircraft Mechanic Helper	13.34
23050	Aircraft Quality Control Inspector	18.30
23060	Aircraft Servicer	15.00
23070	Aircraft Worker	11.07
23100	Appliance Mechanic	15.70
23120	Bicycle Repairer	13.29
23125	Cable Splicer	20.57
23130	Carpenter, Maintenance	15.70
23140	Carpet Layer	12.73
23160	Electrician, Maintenance	16.73
23181	Electronics Technician, Maintenance I	17.64
23182	Electronics Technician, Maintenance II	18.39
23183	Electronics Technician, Maintenance III	19.04
23260	Fabric Worker	15.00
23290	Fire Alarm System Mechanic	17.88
23310	Fire Extinguisher Repairer	14.16
23340	Fuel Distribution System Mechanic	17.88
23370	General Maintenance Worker	15.06
23400	Heating, Refrigeration and Air Conditioning Mechanic	17.89
23430	Heavy Equipment Mechanic	16.26
23440	Heavy Equipment Operator	15.38
23460	Instrument Mechanic	17.88
23470	Laborer	10.23
23500	Locksmith	15.70
23530	Machinery Maintenance Mechanic	18.10
23550	Machinist, Maintenance	17.09
23580	Maintenance Trades Helper	14.41
23640	Millwright	18.63
23700	Office Appliance Repairer	16.64
23740	Painter, Aircraft	15.70
23760	Painter, Maintenance	15.70
23790	Pipefitter, Maintenance	18.14
23800	Plumber, Maintenance	16.68
23820	Pneudraulic Systems Mechanic	17.88
23850	Rigger	17.88
23870	Scale Mechanic	15.82
23890	Sheet-Metal Worker, Maintenance	16.26
23910	Small Engine Mechanic	15.06
23930	Telecommunication Mechanic I	16.30
23931	Telecommunication Mechanic II	16.87
23950	Telephone Lineman	17.88
23960	Welder, Combination, Maintenance	18.35
23965	Well Driller	17.88
23970	Woodcraft Worker	16.82
23980	Woodworker	13.95

<b>24000</b>	<b>Personal Needs Occupations</b>	
24570	Child Care Attendant	10.07
24580	Child Care Center Clerk	12.55
24600	Chore Aid	8.11
24630	Homemaker	13.96
<b>25000</b>	<b>Plant and System Operation Occupations</b>	
25010	Boiler Tender	17.88
25040	Sewage Plant Operator	17.26
25070	Stationary Engineer	17.88
25190	Ventilation Equipment Tender	13.34
25210	Water Treatment Plant Operator	15.70
<b>27000</b>	<b>Protective Service Occupations</b>	
	Police Officer	22.38
27004	Alarm Monitor	9.46
27006	Corrections Officer	20.02
27010	Court Security Officer	20.02
27040	Detention Officer	20.02
27070	Firefighter	17.66
27101	Guard I	8.46
27102	Guard II	9.46
<b>28000</b>	<b>Stevedoring/Longshoremen Occupations</b>	
28010	Blocker and Bracer	15.82
28020	Hatch Tender	15.82
28030	Line Handler	15.82
28040	Stevedore I	14.42
28050	Stevedore II	15.70
<b>29000</b>	<b>Technical Occupations</b>	
21150	Graphic Artist	18.22
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	12.87
29024	Archeological Technician II	14.40
29025	Archeological Technician III	17.85
29030	Cartographic Technician	18.27
29035	Computer Based Training (CBT) Specialist/ Instructor	22.45
29040	Civil Engineering Technician	18.27
29061	Drafter I	14.00
29062	Drafter II	15.72
29063	Drafter III	17.58
29064	Drafter IV	17.85
29081	Engineering Technician I	14.27
29082	Engineering Technician II	16.02
29083	Engineering Technician III	18.04



29084	Engineering Technician IV	18.18
29085	Engineering Technician V	27.15
29086	Engineering Technician VI	32.87
29090	Environmental Technician	17.58
29100	Flight Simulator/Instructor (Pilot)	22.47
29160	Instructor	18.22
29210	Laboratory Technician	12.71
29240	Mathematical Technician	15.88
29361	Paralegal/Legal Assistant I	13.59
29362	Paralegal/Legal Assistant II	16.53
29363	Paralegal/Legal Assistant III	20.57
29364	Paralegal/Legal Assistant IV	24.49
29390	Photooptics Technician	14.44
29480	Technical Writer	17.85
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	17.77
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	19.75
29622	Weather Observer, Upper Air (3)	17.77
<b>31000</b>	<b>Transportation/ Mobile Equipment Operation Occupations</b>	
31030	Bus Driver	12.91
31260	Parking and Lot Attendant	9.03
31290	Shuttle Bus Driver	11.65
31300	Taxi Driver	10.09
31361	Truckdriver, Light Truck	11.07
31362	Truckdriver, Medium Truck	11.75
31363	Truckdriver, Heavy Truck	13.95
31364	Truckdriver, Tractor-Trailer	14.93
<b>99000</b>	<b>Miscellaneous Occupations</b>	
99020	Animal Caretaker	11.14
99030	Cashier	8.23
99041	Carnival Equipment Operator	10.81
99042	Carnival Equipment Repairer	11.34
99043	Carnival Worker	8.79
99050	Desk Clerk	10.07
99095	Embalmer	17.93
99300	Lifeguard	9.42
99310	Mortician	18.23
99350	Park Attendant (Aide)	11.84
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.97
99500	Recreation Specialist	13.96
99510	Recycling Worker	10.81
99610	Sales Clerk	8.97

99620	School Crossing Guard (Crosswalk Attendant)	9.09
99630	Sport Official	9.42
99658	Survey Party Chief (Chief of Party)	16.34
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.58
99660	Surveying Aide	10.64
99690	Swimming Pool Operator	12.42
99720	Vending Machine Attendant	10.81
99730	Vending Machine Repairer	12.42
99740	Vending Machine Repairer Helper	10.81

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*****Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}****Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via

transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.